

1 AN ACT relating to public safety personnel.

2 ***Be it enacted by the General Assembly of the Commonwealth of Kentucky:***

3 ➔Section 1. KRS 90.330 is amended to read as follows:

4 (1) The civil service commission shall examine all applicants as to their physical and
5 mental qualification for the particular classification wherein they seek employment.
6 To be eligible for examination a person shall be at least~~must not be less than~~
7 eighteen (18) years of age~~nor have passed his or her forty sixth birthday~~, be a
8 law-abiding citizen of sobriety and integrity, and must be able to read and write and
9 understand the English language~~;~~ ~~provided, however, that any present employee~~
10 ~~who is over forty five (45) years of age and who is otherwise qualified shall be~~
11 ~~eligible to take any promotional examinations~~.

12 (2) ~~[Except for those members whose qualifications are determined under KRS 95.440,~~
13 ~~no person shall be appointed to a position under civil service until that person is a~~
14 ~~resident of the Commonwealth of Kentucky.~~

15 (3) ~~Any city legislative body that operates under this chapter may by ordinance require~~
16 ~~persons appointed to civil service positions to be a resident of the county in which~~
17 ~~the city is located.~~

18 ➔Section 2. KRS 95.010 is amended to read as follows:

19 (1) As used in KRS 95.160 to 95.290 and in KRS 95.830 to 95.845, unless the context
20 requires otherwise:

21 (a) "Dismissal" means the discharge of an employee by the division or department
22 head, civil service board, or other lawful authority;

23 (b) "Eligible list" means a list of names of persons who have been found qualified
24 through suitable competitive examinations for positions or classes of
25 positions;

26 (c) "Fire department" means the officers, firefighters, and clerical or maintenance
27 employees, including the chief of the fire department;

- 1 (d) "Member" means any person in the police or fire department, other than the
2 chief or assistant chief of the department;
- 3 (e) "Police department" means the officers, policemen, and clerical or
4 maintenance employees, including the chief of police;
- 5 (f) "Police force" means the officers and policemen of the police department,
6 other than the chief of police;
- 7 (g) "Policeman" means a member of the police department below the rank of
8 officer, other than a clerical or maintenance employee;
- 9 (h) "Salary" means any compensation received for services; and
- 10 (i) "Suspension" means the separation of an employee from the service for a
11 temporary or fixed period of time, by his appointing authority, as a
12 disciplinary measure.

13 (2) As used in KRS 95.440 to 95.629, the following words and terms shall have the
14 following meaning, unless the context requires otherwise:

- 15 (a) "Dismissal" means the discharge of an employee by the division or department
16 head, civil service board, or other lawful authority;
- 17 (b) "Eligible list" means a list of names of persons who have been found qualified
18 through suitable competitive examinations for positions or classes of
19 positions;
- 20 (c) "Fire department" means and includes all officers, firefighters, and clerical or
21 maintenance employees of the fire department;
- 22 (d) "Police department" means and includes all officers, policemen, and clerical
23 or maintenance employees of the police department;
- 24 (e) "Member" means any and all officers, firefighters, policemen, clerical or
25 maintenance employees in the police or fire department, except:

26 1. As used in subsections (1) and (3) of KRS 95.440~~[,]~~ and KRS ~~95.450,~~
27 95.460, 95.470, 95.550, 95.560, 95.565, 95.570 and 95.580~~[,]~~ it shall

not include the chief of police in an urban-county government;

2. As used in Section 4 of this Act, it shall not include the chiefs of police or fire departments or the clerical and maintenance employees of the police or fire departments; and

3. As used in Section 6 of this Act, it shall not include the clerical and maintenance employees of the police or fire departments;

(f) "Police force" means and includes all officers and policemen in the police department;

(g) "Policeman" means a member of the police department below the rank of officer, other than a clerical or maintenance employee;

(h) "Firefighter" means a member of the fire department below the rank of officer, other than a clerical or maintenance employee;

(i) "Salary" means any compensation received for services;

(j) "Suspension" means the separation of an employee from the service for a temporary or fixed period of time, by his appointing authority, as a disciplinary measure; and

(k) "Pension fund" shall mean the moneys derived from the members of the police and fire departments' salary or salaries and appropriations by the legislative body, or any other means derived from whatever source by gift or otherwise to be used for the retirement of members of the police and fire departments after the prescribed number of years of service, and for the benefit of disabled members of police and fire departments, and for the benefit of surviving spouses and dependent children or dependent fathers or mothers in the case of death of any member of the police or fire department within the scope of his employment.

(3) As used in KRS 95.761 to 95.784, the following words and terms shall have the following meaning:

- 1 (a) "Regular police department." For the purpose of KRS 95.761 to 95.784, a
2 "regular police department" is defined as one having a fixed headquarters,
3 where police equipment is maintained and where a policeman or policemen
4 are in constant and uninterrupted attendance to receive and answer police
5 calls, and execute regular police patrol duties;
- 6 (b) "Regular fire department." For the purpose of KRS 95.761 to 95.784, a
7 "regular fire department" is defined as one having a fixed headquarters where
8 firefighting apparatus and equipment are maintained, and where firefighters
9 are in constant and uninterrupted attendance to receive and answer fire alarms;
- 10 (c) "Legislative body." Wherever in KRS 95.761 to 95.784 the term "body" or
11 "legislative body" is employed, it shall be construed to mean the legislative
12 branch of the city government or urban-county government;
- 13 (d) "Commission." The word "commission" shall mean the board of civil service
14 commissioners, as established under the terms of KRS 95.761 to 95.784;
- 15 (e) "Trustees." The word "trustees" shall mean the board of pension fund trustees,
16 as established under the terms of KRS 95.761 to 95.784; and
- 17 (f) "Pension fund." The term "pension fund" shall mean the moneys derived from
18 the policeman or policemen and firefighter or firefighters salary or salaries,
19 and appropriations by the legislative body, or any other sums derived from
20 whatever source by gifts or otherwise to be used for the retirement of
21 policeman or policemen and firefighter or firefighters after the prescribed
22 number of years of service and for the benefit of disabled policeman or
23 policemen and firefighter or firefighters, and for the benefit of surviving
24 spouses and dependent children or dependent fathers or mothers in the case of
25 death of a policeman or firefighter within the scope of his employment,
26 according to the terms of KRS 95.761 to 95.784.

27 ➔Section 3. KRS 95.022 is amended to read as follows:

1 (1) As used in this section:

2 (a) "City" means any incorporated city, consolidated local government, unified
3 local government, urban-county government, or charter county government,
4 operating under the law of this Commonwealth, and the offices and agencies
5 thereof; and

6 (b) "Police officer" has the same meaning as "police officer" in KRS 15.420 and
7 as "officer" in KRS 16.010.

8 (2) Subject to the limitations of subsection (7) of this section, a city may employ
9 individuals as police officers under this section who have retired from the Kentucky
10 Employees Retirement System, the County Employees Retirement System, or the
11 State Police Retirement System.

12 (3) To be eligible for employment under this section, an individual shall have:

13 (a) Participated in the Law Enforcement Foundation Program fund under KRS
14 15.410 to 15.510 or retired as a commissioned officer pursuant to KRS
15 Chapter 16;

16 (b) Retired with at least twenty (20) years of service credit;

17 (c) Been separated from service for the period required by KRS 61.637 and
18 78.5540 so that the member's retirement is not voided;

19 (d) Retired with no administrative charges pending; and

20 (e) Retired with no preexisting agreement between the individual and the city
21 prior to the individual's retirement for the individual to return to work for the
22 city.

23 (4) Individuals employed under this section shall:

24 (a) Serve for a term not to exceed one (1) year. The one (1) year employment term
25 may be renewed annually at the discretion of the employing city;

26 (b) Receive compensation according to the standard procedures applicable to the
27 employing city; and

- 1 (c) Be employed based upon need as determined by the employing city.
- 2 (5) Notwithstanding any provisions of KRS 16.505 to 16.652, 18A.225 to 18A.2287,
3 61.510 to 61.705, or 78.510 to 78.852 to the contrary:
- 4 (a) Individuals employed under this section shall continue to receive all
5 retirement and health insurance benefits to which they were entitled upon
6 retiring in the applicable system administered by Kentucky Retirement
7 Systems or the County Employees Retirement System;
- 8 (b) Individuals employed under this section shall not be eligible to receive health
9 insurance coverage through the employing city;
- 10 (c) The city shall not pay any employer contributions or retiree health expense
11 reimbursements to the Kentucky Retirement Systems required by KRS 61.637
12 for individuals employed under this section; and
- 13 (d) The city shall not pay any insurance contributions to the state health insurance
14 plan, as provided by KRS 18A.225 to 18A.2287, for individuals employed
15 under this section.
- 16 (6) Individuals employed under this section shall be subject to any merit system, civil
17 service, or other legislative due process provisions applicable to the employing city.
18 A decision not to renew a one (1) year appointment term under this section shall not
19 be considered a disciplinary action or deprivation subject to due process.
- 20 (7) A city government shall be limited in the number of retired police officers that it
21 may hire under this section as follows:
- 22 (a) A city government that employed an average of five (5) or fewer police
23 officers over the course of the immediately preceding calendar year~~[2015]~~
24 shall not be limited in the number of officers that they may hire under this
25 section;
- 26 (b) A city government that employed an average of more than five (5) but fewer
27 than one hundred (100) police officers over the course of the immediately

1 preceding calendar year~~[-2015]~~ shall not hire more than five (5) police
2 officers or a number equal to twenty-five percent (25%) of the police officers
3 employed by the city in the immediately preceding calendar year~~[-2015]~~,
4 whichever is greater; and

5 (c) A city government that employed an average of one hundred (100) or more
6 police officers over the course of calendar year 2015 shall not hire more than
7 twenty-five (25) police officers or a number equal to ten percent (10%) of the
8 police officers employed by the city in the immediately preceding calendar
9 year~~[-2015]~~, whichever is greater.

10 (8) Retired police officers employed by a city government for purposes of KRS
11 158.4414 shall not apply against the limitations provided by subsection (7) of this
12 section.

13 ➔Section 4. KRS 95.450 is amended to read as follows:

14 (1) The provisions of this section shall only apply to members of police and fire
15 departments in urban-county governments and those cities that are included in the
16 Department for Local Government registry created pursuant to subsection (9) of this
17 section.

18 (2) Except as provided in subsection (6) of this section no member of the police or fire
19 department in cities listed on the registry pursuant to subsection (9) of this section
20 or an urban-county government shall be reprimanded in writing, dismissed,
21 suspended, or reduced in grade or pay for any reason except inefficiency,
22 misconduct, insubordination, or violation of law or of the rules adopted by the
23 legislative body, and only after charges are preferred and a hearing conducted as
24 provided in this section.

25 (3) (a) Any person may file a complaint~~[prefer charges]~~ against a member of the
26 police or fire department by filing it~~[them]~~ with the clerk of the legislative
27 body who shall immediately communicate the same to the legislative body.

1 **(b)** The mayor, city manager, or legislative body shall, whenever probable cause
2 appears, prefer charges against any member the mayor, city manager, or
3 legislative body believes to be~~[whom he believes]~~ guilty of conduct justifying
4 his dismissal or punishment. The charges shall be written and shall set out
5 clearly the charges made.

6 **(c)** The mayor, city manager, or legislative body~~[person]~~ preferring the charges
7 may withdraw them at any time prior to the conclusion of the hearing. The
8 charges may thereupon be dismissed.

9 (4) **(a)** Upon the hearing all charges shall be considered traversed and put in issue,
10 and the trial shall be confined to matters related to the issues presented.
11 Unless otherwise agreed by the legislative body and the member charged,
12 the legislative body~~[Within three (3) days after the charges have been filed~~
13 ~~with the legislative body, that body]~~ shall proceed to hear the charges within
14 ten (10) days after the charges were filed.

15 **(b)** At least five (5)~~[two (2)]~~ days before the hearing the member accused shall be
16 served with a copy of the charges and a statement of the day, place, and hour
17 at which the hearing of the charges will begin.

18 **(c)** The member~~[person]~~ accused may, in writing, waive the service of charges
19 and demand trial within ten (10)~~[three (3)]~~ days after the charges are filed
20 with the clerk.

21 (5) The legislative body may summon and compel attendance of witnesses at hearings
22 by subpoena issued by the clerk of that body and served upon the witnesses by any
23 officer authorized to serve court subpoenas. If any witness fails to appear in
24 response to a summons or refuses to testify concerning any matter on which he may
25 lawfully be interrogated, any District Judge, on application of the commission, may
26 compel obedience by proceedings for contempt as in the case of disobedience of a
27 subpoena issued from the District Court. The member accused may have

1 subpoenaed any witnesses he may desire, upon furnishing their names to the clerk.
2 The action and decision of the body on the charges shall be reduced to writing and
3 entered in a book kept for that purpose, and the written charges filed in the matter
4 shall be attached to the book containing the decision.

5 (6) When the appointing authority or the head of the department has probable cause to
6 believe a member of the police or fire department has been guilty of conduct
7 justifying dismissal or punishment, he or she or it may suspend the member from
8 duty or from both pay and duty, pending trial, and the member shall not be placed
9 on duty, or allowed pay, until the charges are heard. If the member is suspended,
10 there shall be no continuances granted without the consent of the member accused.

11 (7) The legislative body shall fix the punishment of a member of the police or fire
12 department found guilty, by a reprimand in writing, suspension for any length of
13 time not to exceed six (6) months, by reducing the grade if the accused is an officer,
14 or by combining any two (2) or more of those punishments, or by dismissal from the
15 service.

16 (8) A member of a police or fire department found guilty pursuant to the provisions of
17 this section shall have the right to appeal to the Circuit Court under KRS 95.460.

18 (9) On or before January 1, 2015, the Department for Local Government shall create a
19 registry of cities that shall be required to comply with the provisions of this section.
20 The Department for Local Government shall include each of those cities on the
21 registry that were classified as cities of the second or third class as of January 1,
22 2014. The Department for Local Government shall make the information included
23 on the registry available to the public by publishing it on its Web site.

24 ➔Section 5. KRS 95.460 is amended to read as follows:

25 (1) Any member of the police or fire department found guilty by the legislative body of
26 any charge, as provided by KRS 95.450, may appeal to the Circuit Court of the
27 county in which the city or urban-county government is located, but the

1 enforcement of the judgment of the body shall not be suspended pending appeal.
2 The notice of the appeal shall be filed not later than thirty (30) days after the date
3 the legislative body makes its determination on the charge.

4 (2) Upon request of the accused, the clerk of the legislative body shall file a certified
5 copy of the charges and the judgment of that body in the Circuit Court. Upon the
6 transcript being filed, the case shall be docketed in the Circuit Court. *The Circuit*
7 *Court review of the case shall be based solely upon the administrative record*
8 *created before the legislative body and any new evidence offered by the member*
9 *regarding alleged arbitrariness on the part of the legislative body* ~~and tried as an~~
10 ~~original action~~.

11 (3) If the clerk fails to certify the transcript to the Circuit Court within seven (7) days
12 after the request is made, the party aggrieved may file an affidavit in the Circuit
13 Court setting out as fully as possible the charges made, the time of the hearing, and
14 the judgment of the legislative body, together with a statement that demand for
15 transcript was made upon the clerk more than five (5) days before the filing of the
16 affidavit. Upon the filing of the affidavit in the Circuit Court, the case shall be
17 docketed, and the Circuit Court may compel the filing of the transcript by the clerk
18 by entering the proper mandatory order, and by fine and imprisonment for
19 contempt. The appeal shall have precedence over other business, and be determined
20 speedily.

21 (4) An appeal will lie from the judgment of the Circuit Court to the Court of Appeals as
22 in other cases.

23 ➔Section 6. KRS 95.495 is amended to read as follows:

24 (1) *Except as provided in Section 9 of this Act,* in cities listed on the registry pursuant
25 to subsection (3) of this section or urban-county governments, except those in
26 which, by ordinance, the patrolmen are employed or paid by the day, the members
27 of the police department shall not be required to work more than eight (8) hours per

1 day, for five (5) days each week or ten (10) hours per day, for four (4) days each
2 week, except in the event of an emergency. Each member of the police department
3 shall have an annual leave of fifteen (15) working days with full pay. Nothing in
4 this section shall prohibit a member of the police department from voluntarily
5 agreeing to work a different work schedule provided that the officer is paid
6 overtime for any work performed in excess of forty (40) hours per week.

7 (2) The salary of the members of the police department shall not be reduced by reason
8 of the enactment of this section.

9 (3) On or before January 1, 2015, the Department for Local Government shall create a
10 registry of cities that shall comply with the provisions of this section. The
11 Department for Local Government shall include each of those cities on the registry
12 that were classified as cities of the second or third class on August 1, 2014. The
13 Department for Local Government shall make the information included on the
14 registry available to the public by publishing it on its Web site.

15 ➔Section 7. KRS 95.762 is amended to read as follows:

16 (1) The commission shall require all applicants for appointments as members of the
17 police or fire departments to be examined as to their qualifications to fill the office
18 of policeman or firefighter, and as to their knowledge of the English language, and
19 as to the law and rules governing the duties of policemen and firefighters. Every
20 member of the police or fire department shall be able to read and write and
21 understand the English language, and have such other general qualifications as may
22 be prescribed.

23 (2) No person shall be appointed a member of the police or fire departments unless he
24 is well known to be a person of sobriety and integrity, and has been and is an
25 orderly, law-abiding citizen, nor shall any person be appointed as a member of said
26 police or fire departments on account of any political, partisan service rendered by
27 him or on account of political sentiments or affiliations~~[, or who is under twenty~~

1 ~~one (21) years of age or over forty (40), unless the applicant has had as much as five~~
2 ~~(5) years' experience as a regular policeman or firefighter and is not over fifty five~~
3 ~~(55) years of age].~~ No member of the police or fire departments shall be removed or
4 discharged or reduced in grade or pay for any political partisan opinion. The
5 appointment and continuance upon the police and fire departments shall depend
6 solely upon the ability and willingness of a person to comply with the rules of the
7 said departments and to perform the duties of said departments. No appointment to
8 or continuance as a member of a police or fire department shall be as a reward for
9 political activity nor be obtained by political services or contributions to campaign
10 funds.

11 (3) The examination and qualifications provided for in this section shall not apply to
12 the members of the regular police and fire departments at this time, who have been
13 continuously in the service for a period of three (3) years.

14 (4) Members of police and fire departments otherwise qualified under this law shall
15 hold their positions during good behavior, provided, however, that the provisions of
16 KRS 95.761 to 95.784 shall not prevent the said city legislative body from
17 increasing or decreasing the number of policemen or firefighters, as may be deemed
18 proper from time to time, and provided further, that in the event the said city
19 legislative body decreases the number of policemen or firefighters, the youngest
20 member in point of service shall be the first to be reduced and returned to the
21 eligible list and to advance according to the rules and regulations of said
22 department.

23 (5) The civil service commission may provide that appointments for initial permanent
24 employment may be probationary appointments for a period of not more than
25 twelve (12) months, after which probationary period regular appointments shall be
26 given to all probationary employees who are deemed to be satisfactory by the
27 respective appointing authority.

1 ➔ Section 8. KRS 95.765 is amended to read as follows:

- 2 (1) (a) No member of the police or fire departments shall be removed from the
3 department or reduced in grade upon any reason except inefficiency,
4 misconduct, insubordination or violation of law, or violation of the rules
5 adopted for the departments.
- 6 (b) Any person may file a complaint~~[prefer charges]~~ against a member of the
7 police or fire departments, which shall~~[must]~~ be filed in the office of the
8 mayor, who shall notify~~[thereupon communicate said charges without delay]~~
9 ~~to~~ the legislative body without delay.
- 10 (c) Any complaint shall~~[Said charges must]~~ be written, signed by the person
11 making the allegations~~[such charges]~~ and shall~~[must]~~ set out with clearness
12 and distinctness each and every allegation~~[charge]~~.
- 13 (d) It shall be the duty of the mayor and each member of the legislative body,
14 whenever probable cause appears, to prefer charges against any member of the
15 police or fire departments whom he or she believes to have been guilty of any
16 conduct justifying his or her removal or punishment in the interest of public
17 order.
- 18 (e) The charges~~[thus]~~ filed shall be written and shall set out with distinctness and
19 clearness the charges made, and upon the hearing of any charges, as
20 hereinafter provided, all~~[said]~~ charges shall be considered traversed, and put
21 in issue, and the trial shall be confined to matters related to the issue so
22 presented.
- 23 (f) All charges against members of the police or fire departments shall be filed
24 with the clerk of the legislative body~~[, and]~~ Within ten (10)~~[three (3)]~~ days
25 after~~[said]~~ filing, the legislative body shall proceed to hear and examine
26 the~~[said]~~ charges unless otherwise agreed by the legislative body and the
27 member charged; provided five (5)~~[two (2)]~~ days before the~~[said]~~ hearing the

1 member~~[of the police or fire departments, accused,]~~ has been served with a
2 copy of the~~[said]~~ charges, and a statement of the day, place, and hour at which
3 and when the hearing of the~~[said]~~ charges shall begin.

4 (g) The member~~[person]~~ accused may~~[, however, in writing,]~~ waive~~[the]~~ service
5 of the~~[said]~~ charges in writing, and demand trial within ten (10)~~[three (3)]~~
6 days after the~~[said]~~ charges are filed with the clerk of the~~[said]~~ legislative
7 body.

8 (h) The legislative body shall~~[will]~~ have the power to summon and compel the
9 attendance of witnesses at all hearings or sittings by the~~[said]~~ body, upon
10 subpoena issued by the clerk of the~~[said]~~ body, and served upon the~~[said]~~
11 witnesses by any officer authorized to serve subpoenas from any court of
12 justice in the county. If any witness fails to appear in response to a summons
13 or refuses to testify concerning any matter on which he or she may lawfully be
14 interrogated, any District Judge, on application of the commission, may
15 compel obedience by proceedings for contempt as in the case of disobedience
16 of a subpoena issued from the District Court.

17 (i) The member accused~~[member of the police or fire department, the accused,]~~
18 shall have the right to have subpoenaed, on his or her~~[in his]~~ behalf, any
19 witness he or she may desire, upon furnishing their names to the clerk of
20 the~~[said]~~ body, and the action and decision of the~~[said]~~ body on the~~[said]~~
21 charges shall be reduced to writing and shall be entered in a book to be kept
22 for that purpose by the clerk of the~~[said]~~ legislative body, and the written
23 charges filed in this matter shall be preserved and securely attached to the
24 book containing the legislative body's decisions.

25 (2) (a) In cases where the mayor or chief has probable cause to believe that a member
26 of the police or fire department has been guilty of any conduct justifying
27 removal or punishment, he or she may suspend the~~[said]~~ member from duty,

1 or from both pay and duty, pending~~[-said]~~ trial, and ~~the~~~~[-said]~~ member shall
2 not be placed on duty or allowed pay thereafter until the charges are heard by
3 the legislative body.

4 **(b)** The~~[-said]~~ body shall fix punishment against a member of the police or fire
5 departments found guilty of any charge under KRS 95.761 to 95.784, by
6 reprimand **in writing** or suspension for any length of time in their judgment,
7 not to exceed six (6) months, or by reducing the grade, if the accused be chief
8 or other officer, or by combining any two (2) or more of ~~the~~~~[-said]~~
9 punishments, or by removal or dismissal from the service of any such member
10 of the police or fire department.

11 **(c)** No member of the police or fire department except as provided in KRS 95.761
12 to 95.784 shall be reprimanded **in writing**, removed, suspended, or dismissed
13 from the department until written charges have been made, or preferred
14 against him, and a trial had as herein provided.

15 ➔Section 9. KRS 337.285 is amended to read as follows:

16 (1) No employer shall employ any of his employees for a work week longer than forty
17 (40) hours, unless such employee receives compensation for his employment in
18 excess of forty (40) hours in a work week at a rate of not less than one and one-half
19 (1-1/2) times the hourly wage rate at which he is employed.

20 (2) This provision shall not apply to the following:

21 (a) Employees of retail stores engaged in work connected with selling,
22 purchasing, and distributing merchandise, wares, goods, articles, or
23 commodities;

24 (b) Employees of restaurant, hotel, and motel operations;

25 (c) Employees as defined and exempted from the overtime provision of the Fair
26 Labor Standards Act in Sections 213(b)(1), 213(b)(6), 213(b)(10), and
27 213(b)(17) of Title 29, U.S.C.;

- 1 (d) Employees whose function is to provide twenty-four (24) hour residential care
2 on the employer's premises in a parental role to children who are primarily
3 dependent, neglected, and abused and who are in the care of private nonprofit
4 childcaring facilities licensed by the Cabinet for Health and Family Services
5 under KRS 199.640 to 199.670; or
- 6 (e) Any individual who is employed by a third-party employer or agency other
7 than the family or household using his or her services to provide in-home
8 companionship services for a sick, convalescing, or elderly person.
- 9 (3) As used in subsection (2) of this section, "companionship services" means those
10 services which provide in-home fellowship, care, and protection for a person who,
11 because of advanced age or physical or mental infirmity, cannot care for his or her
12 own needs. These services may include household work related to the care of the
13 aged or infirm person such as meal preparation, bed making, washing of clothes,
14 and other similar services. They may also include the performance of general
15 household work, provided that the household work is incidental, i.e., does not
16 exceed twenty percent (20%) of the total weekly hours worked. The term
17 "companionship services" does not include services relating to the care and
18 protection of the aged or infirm which require and are performed by trained
19 personnel, such as a registered or practical nurse.
- 20 (4) Notwithstanding the provisions of subsection (1) of this section or any other chapter
21 of the KRS to the contrary, upon written request by a county or city employee or a
22 Trooper R Class or CVE R Class, made freely and without coercion, pressure, or
23 suggestion by the employer, and upon a written agreement reached between the
24 employer and the county or city employee or the Trooper R Class or CVE R Class
25 before the performance of the work, a county or city employee or a Trooper R Class
26 or CVE R Class who is authorized to work one (1) or more hours in excess of the
27 prescribed hours per week may be granted compensatory leave on an hour-for-hour

1 basis. Upon the written request by a county or city employee or a Trooper R Class
2 or CVE R Class, made freely and without coercion, pressure, or suggestion by the
3 employer, and upon a written agreement reached between the employer and the
4 county or city employee or the Trooper R Class or CVE R Class, before the
5 performance of the work, a county or city employee or a Trooper R Class or CVE R
6 Class who is not exempt from the provisions of the Federal Fair Labor Standards
7 Act of 1938, as amended, 29 U.S.C. secs. 201 et seq., may be granted compensatory
8 time in lieu of overtime pay, at the rate of not less than one and one-half (1-1/2)
9 hours for each hour the county or city employee or the Trooper R Class or CVE R
10 Class is authorized to work in excess of forty (40) hours in a work week.

11 (5) (a) Upon the request of the county or city employee or the Trooper R Class or
12 CVE R Class, and as provided in subsection (4) of this section, compensatory
13 time shall be awarded as follows:

- 14 1. A county or city employee who provided work in excess of forty (40)
15 hours in a public safety activity, an emergency response activity, or a
16 seasonal activity as described in 29 C.F.R. sec. 553.24, may accrue not
17 more than four hundred eighty (480) hours of compensatory time; or
- 18 2. A county or city employee or a Trooper R Class or CVE R Class
19 engaged in other work in excess of forty (40) hours, may accrue not
20 more than two hundred forty (240) hours of compensatory time.

21 (b) A county or city employee or a Trooper R Class or CVE R Class who has
22 accrued four hundred eighty (480) hours of compensatory time off pursuant to
23 paragraph (a)1. of this subsection, or two hundred forty (240) hours of
24 compensatory time off pursuant to paragraph (a)2. of this subsection, shall for
25 additional overtime hours of work, be paid overtime compensation.

26 (6) A county or city employee or a Trooper R Class or CVE R Class who has accrued
27 compensatory time off as provided in subsection (4) of this section, and who

1 requested the use of compensatory time, shall be permitted by the employer to use
2 the compensatory time within a reasonable period after making the request if the use
3 of the compensatory time does not unduly disrupt the operations of the employer.
4 Mere inconvenience to the employer shall not constitute a sufficient basis for denial
5 of a county or city employee's request or a Trooper R Class or CVE R Class request
6 for compensatory time off.

7 (7) If compensation is paid to a county or city employee or a Trooper R Class or CVE R
8 Class for accrued compensatory time off, the compensation shall be paid at the
9 regular rate earned by the county or city employee or the Trooper R Class or CVE R
10 Class at the time the county or city employee or the Trooper R Class or CVE R
11 Class receives the payment.

12 (8) Upon a county or city employee's termination of employment or the termination of
13 employment of a Trooper R Class or CVE R Class, all unused accrued
14 compensatory time shall be paid at a rate of compensation not less than:

15 (a) The average regular rate received by the county or city employee or the
16 Trooper R Class or CVE R Class during the last three (3) years of the
17 employment of the county or city employee or Trooper R Class or CVE R
18 Class; or

19 (b) The final regular rate received by the county or city employee or Trooper R
20 Class or CVE R Class, whichever is higher.

21 (9) Compensatory time shall not be used as a means to avoid statutory overtime
22 compensation. A county or city employee or a Trooper R Class or CVE R Class
23 shall have the right to use compensatory time earned and shall not be coerced to
24 accept more compensatory time than an employer can realistically and in good faith
25 expect to be able to grant within a reasonable period upon the county or city
26 employee or the Trooper R Class or CVE R Class making the request for
27 compensatory time off.

- 1 (10) Nothing in subsections (4) to (9) of this section shall be construed to supersede any
2 collective bargaining agreement, memorandum of understanding, or any other
3 agreement between the employer and representative of the county or city employees
4 or the Trooper R Class or CVE R Class.
- 5 (11) As used in subsections (4) to (9) of this section:
- 6 (a) "County or city employee" means an employee of any county, city, charter
7 county, consolidated local government, unified local government, or urban-
8 county government, including an employee of a county or city elected official;
- 9 (b) "CVE R Class" has the same meaning as in KRS 16.010; and
- 10 (c) "Trooper R Class" has the same meaning as in KRS 16.010.
- 11 (12) In addition to the designation of a work week under subsection (1) of this section,
12 local governments, as defined in KRS 95A.210(5), may designate a work period for
13 professional firefighter employees as defined in KRS 95A.210. The designated
14 work period shall be not less than one (1) work week of seven (7) consecutive days
15 and not more than four (4) work weeks of twenty-eight (28) consecutive days for
16 purposes of complying with the requirements of the Federal Labor Standards Act of
17 1938, as amended, 29 U.S.C. secs. 201 et seq. This subsection shall not exempt
18 local governments from complying with the overtime requirements set forth in
19 subsection (1) of this section and is intended to:
- 20 (a) Clarify the option to designate both a work week for compliance with
21 Kentucky law and a work period for compliance with the Fair Labor Standards
22 Act of 1938, as amended, 29 U.S.C. secs. 201 et seq.; and
- 23 (b) Allow for the application of the partial exemption set forth in 29 U.S.C. sec.
24 207(k) in determining overtime pay under the Fair Labor Standards Act of
25 1938, as amended, 29 U.S.C. secs. 201 et seq., only.
- 26 (13) (a) A law enforcement department of a consolidated local government organized
27 under KRS Chapter 67C or a city of the home rule class shall not be deemed

1 to have violated subsection (1) of this section with respect to the employment
2 of a peace officer if:

3 1. The officer works eighty (80) hours or less in a work period of fourteen
4 (14) consecutive days; and

5 2. *a. For a law enforcement department of a consolidated local*
6 *government organized under KRS Chapter 67C,* the law
7 enforcement department and a representative of a collective
8 bargaining unit certified under KRS 67C.408 that includes the
9 officer agree to the exception; *or*

10 *b. For a law enforcement department of a city of the home rule*
11 *class, the law enforcement department and a representative of a*
12 *collective bargaining unit recognized by the city to collectively*
13 *bargain for the officer, if there is a collective bargaining unit,*
14 *agree to the exception. If there is no collective bargaining unit*
15 *representing the officer in a city of the home rule class, only the*
16 *requirement in subparagraph 1. of this paragraph shall be met.*

17 (b) It is the intent of this subsection to allow the employment of a peace officer
18 for longer than forty (40) hours in any seven (7) consecutive days within a
19 fourteen (14) day work period without incurring the obligation to pay a rate of
20 not less than one and one-half (1-1/2) times the officer's hourly wage under
21 subsection (1) of this section.